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TO: Dr. Joel Boyd, Superintendent of Schools

FROM: Liam Skinner, Chief Schools Officer

DATE: September 28, 2021

RE: *2021 - 22 Key Performance Indicators Memo*

2021 - 22 Key Performance Indicators

At the beginning of the 2020-21 school year, Lowell Public Schools (LPS) began tracking Key Performance Indicators (KPI) aligned with the district's strategic plan and goals identified during that school year. KPIs identified fell within four main categories:

- Academic and Student Achievement
- Safe and Welcoming Environment
- Operational Efficiency, and Family
- Community Engagement

This school year, and for each year moving forward, the Office of Performance Management will recommend KPIs to be tracked within that school year, using baselines from KPIs tracked the previous year and the district's goals. The recommended KPIs here were submitted to the Cabinet for review and the Cabinet has made edits they deem necessary. Now that KPIs are approved, a reporting timeline has been established and shared out.

Table 1 provides information about the KPIs to be measured this year. The table also shows whether the indicator was measured last school year, specifies when the School Committee can expect to have that metric reported out, and provides the baseline on metrics that we reported on last school year.

Table 1: 2021-22 Key Performance Indicators

Key Performance Indicator	Measured Previously	Reported Out	Q4, 2020 - 21
Academic and Student Achievement			
Graduation on track with 3 MCAS	Yes	Quarters 1 - 4	82.71%
Graduation on track missing 1 or more MCAS	No*	Quarters 1 - 4	N/A
Number of dropouts per Quarter	No*	Quarters 1 - 4	12
High School students (grades 9-11) pass rate for core courses: ELA, math, science, social studies	No*	Quarters 1 - 4	N/A
ELA and Math iReady scores (grades 1 - 8)	Yes	3 times per year (Dec meeting, April meeting, tentative June meeting)	ELA: Tier 1: 43% Tier 2: 29% Tier 3: 43% Math: Tier 1: 36% Tier 2: 40% Tier 3: 36%
Elementary and Middle (grades K-8) pass rate for core courses: ELA, math, science, social studies	Yes	Quarters 1 - 4	N/A

Key Performance Indicator	Measured Previously	Reported Out	Q4, 2020 - 21
Safe and Welcoming Environment			
DESSA	Yes	3 times per year	Strength: 24% Typical: 65% SEL Need: 12%
Student Average Daily Attendance	Yes	Quarters 1 - 4	92%
Student Chronic Absences	Yes	Quarters 1 - 4	20%
Number of suspensions, in-school suspensions, and emergency removals	Yes	Quarters 1 - 4	68
Percent of ESSER capital projects on time/on budget	No*	Quarters 1 - 4	N/A
Operational Efficiency			
Diversity Hiring/Percent of diverse hires per quarter	Yes	Quarters 1 - 4	50%
Teacher Attendance/absent 10% or more days	No*	Quarters 1 - 4	N/A
Substitution fill rate	Yes	Quarters 1 - 4	44.6%

Key Performance Indicator	Measured Previously	Reported Out	Q4, 2020 - 21
Operational Efficiency, cont.			
Total number of teacher vacancies per quarter	No*	Quarters 1 - 4	N/A
Percent of revolving account balances as a representation of fiscal health	No*	Quarters 1 - 4	N/A
Number of students awaiting placements: % of students placed per quarter	No*	Quarters 1 - 4	N/A
Family and Community Engagement			
Community Satisfaction Survey	Yes	Administered twice/year (mid-year and end of year)	N/A
Community involvement in forums	No*	Quarters 1 - 4	N/A
Language Access	Yes	Quarters 1 - 4	Lionbridge: 387 Baystate: 233
School Site Council Participation	Yes	Quarters 1 - 4	35
Parent/Teacher Conferences	Yes	Quarter 2 and Quarter 4	5,645

*new metrics for the 21-22 school year

The above outlined measures will help the district prioritize needs and provide focus to both central office staff and school-based staff. They provide a measure of accountability and, because they track progress throughout the school year, will enable the district to make adjustments when areas of strengths and areas in need of improvement become apparent.